

Policy Statement on Anti-Human Trafficking and Slavery

This Policy Statement clarifies the policies that SM Contact, including all our subsidiaries, has implemented to prevent human trafficking and slavery in our businesses and supply chains.

- SM Contact is strongly against all forms of slavery, servitude, forced labor, child labor and human trafficking.
- The Company will not cooperate with any organization that it finds to be knowingly involved with human trafficking or slavery. SM Contact encourages everyone, including employees, customers, and suppliers, to report any issues or concerns regarding human trafficking or slavery.
- SM Contact hires employees through legal channels and in compliance with legal regulations.
- SM Contact verifies the identity and documents of employees before they begin working to ensure that they are allowed to work according to the legal standards and applicable organization policies.
- SM Contact provides contracts and work agreements to employees in accordance with the legal standards (for foreign employees, we provide work agreements in language understood by the employee, if required by law).
- SM Contact guarantees and respects the legal right of employees: safety and health, freedom of association, labor standards, equal employment, security, and privacy.
- SM Contact employees can cancel their work contracts at any time with no financial penalty, subject to giving reasonable notice in accordance with local law.

Senior management of SM Contact will be in charge of ensuring that the business of company is in compliance with the human trafficking and slavery laws.

Meanwhile, we will continue to update our policy statement with the latest legal standards to ensure compliance.

SM Contact encourages anyone with concerns to speak up and report potential violations.

Concerns can be reported CEO Christophe Roshardt christophe.roshardt@smcontact.fr.

This statement has been adopted and approved by SM Contact, including all our subsidiaries, on 30/12/2021.

A handwritten signature in blue ink, appearing to read 'Roshardt', is positioned above a horizontal line.

Christophe Roshardt
CEO of SM Contact